



OFFICIAL GAZETTE

GOVERNMENT OF GOA, DAMAN AND DIU

GOVERNMENT OF GOA, DAMAN
AND DIU

Finance (Revenue) Department

Secretariat Administration Department

Notification

No. Fin(Rev)/2-41/Part/7/1012/73

Order

No. SAD/PER/543

Shri S. G. Daithankar (IAS), Secretary to the Chief Minister, Government of Goa, Daman and Diu has been repatriated w.e.f. 23rd April, 1973 (A.N.) and his services have been replaced at the disposal of the Government of Maharashtra.

By order and in the name of the Administrator of Goa, Daman and Diu.

M. K. Bhandare, Deputy Secretary (Appointments).

Panaji, 21st April, 1973.

Home Department 'A'

Notification

No. HD-14-19/72-A(1)

In exercise of the powers conferred by section 12(1) of the Code of Criminal Procedure, 1898 (5 of 1898), as extended to the Union Territory of Goa, Daman and Diu, the Lieutenant Governor of Goa, Daman and Diu hereby appoints Shri R. P. Rai, Director of Industries and Mines, holding additional charge of Collector, Goa as Magistrate of 1st Class from 6th May to 12th May 1973.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

G. M. Sardessai, Under Secretary (Home).

Panaji, 19th April, 1973.

Notification

No. HD-14-19/72-A(II)

In exercise of the powers conferred by sub-section (1) of section 10 of the Code of Criminal Procedure, 1898 (5 of 1898) as extended to the Union Territory of Goa, Daman and Diu, the Lieutenant Governor of Goa, Daman and Diu hereby appoints Shri R. P. Rai, Magistrate of 1st Class as District Magistrate in the District of Goa, from 6th May to 12th May, 1973.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

G. M. Sardessai, Under Secretary (Home).

Panaji, 19th April, 1973.

In exercise of the powers conferred by sub-section (3) of Section 5 of the Goa, Daman and Diu Entertainment Tax Act, 1964, Government is pleased to exempt from the payment of Entertainment Tax the tickets issued for the Konkani drama «PAICHI GHIRESTKAI» to be staged on 22-4-1973 at Chorao organised by the Chorao Cricket Club, Chorao-Goa.

2. The exemption is subject to the condition that the entire proceeds accrued from the drama without deduction of expenses are credited to the funds of the Chorao Cricket Club, Chorao-Goa and are utilised for sports, cultural and social activities only.

3. The Chairman, Chorao Cricket Club, Chorao-Goa should submit the accounts to the Commissioner of Entertainment Tax, Panaji as and when the same are required by him.

4. All the tickets proposed to be sold for this drama should bear the seal of the prescribed officer or of his office.

By order and in the name of the Administrator of Goa, Daman and Diu.

N. P. S. Nagorcencar, Under Secretary (Finance).

Panaji, 17th April, 1973.

Notification

No. Fin(Rev)/2-41/Part/7/1051/73

In exercise of the powers conferred by sub-section (3) of Section 5 of the Goa, Daman and Diu Entertainment Tax Act, 1964, Government is pleased to exempt from the payment of Entertainment Tax the tickets issued for the drama «IDHINEM LIHILEM KAPALIM» to be staged at Natraj Theatre, Sambhaji on 10-5-1973 organised by Shri Krishna Laxman Kerkar, Sambhaji.

2. The exemption is subject to the condition that the entire proceeds accrued from the drama without deduction of expenses are credited to the appropriate funds and are utilised for the improvement of Kamurli village only.

3. Shri Krishna Laxman Kerkar should submit the accounts to the Commissioner of Entertainment Tax, Panaji as and when the same are required by him.

4. All the tickets proposed to be sold for this drama should bear the seal of the prescribed officer or of his office.

By order and in the name of the Administrator of Goa, Daman and Diu.

N. P. S. Nagorcencar, Under Secretary (Finance).

Panaji, 18th April, 1973.

Revenue Department

Notification

No. RD/LQN/20/73

Whereas it appears to the Appropriate Government (hereinafter referred to as «the Government») that the land specified in the schedule hereto (hereinafter referred to as the «said land») is likely to be needed for public purpose viz. Construction of School building.

Therefore the Government is pleased to notify under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as the «said Act») that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed in paragraph 4 below, after the date of the publication of this Notification will under clause (seventh) of Section 24 of the said Act, be

disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Government Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be notified.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Deputy Collector, North Sub-Division, Panaji to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government is also pleased to authorise under sub-section (2) of Section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

- 1. The Collector of Goa, Panaji.
- 2. The Deputy Collector North Sub-Division, Panaji.
- 3. The Director of Education, Panaji.
- 4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the office of the Deputy Collector North Sub-Division, Panaji for a period of 30 days from the date of publication of this Notification in the Government Gazette.

SCHEDULE

(Description of the said land)

Taluka	Village	Plot No.	Survey No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6
Bardez	Camurlim	Part of Lot no. 5 known as Monerechem Colombo	—	Comunidade of Camurlim	2000.00
Total					2000.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

F. A. Figueiredo, Under Secretary (Revenue).

Panaji, 20th April, 1973.

Collectorate of Goa

Order

No. RB/RVN/10/73/196

Whereas the Government land termed «Culna-Mol» situated at Dudal of Sanguem, shown in Plan No. 13242, was assigned to Mogrem Chafem Chedum of Sanguem under Alvara (No. 1261 dated 1-4-1942, admeasuring 4.0138.00 Ha.

Whereas during the inspection of the said land, it has been verified that the same land is entirely lying waste in contravention of the conditions prescribed under provisions of Section 36 of Decree No. 3602 dated 24-11-1917.

Whereas show cause notice was served on the party in accordance with para 2 of Section 307 of the above cited Decree.

And whereas no reply to the show cause notice has been received.

Now, therefore, I, S. R. Arya, Collector of Goa, in exercise of the powers vested in me by virtue of clause f) of Sub-Section 2 of Section 21 of the Goa, Daman and Diu Land Revenue Code, 1968 read with clause e) of Rule 15 of the Goa, Daman and Diu Land Revenue (Disposal of Govt. lands) Rules, 1971, resume the entire land as mentioned above, and direct the posssssion of the said land be restored with immediate effect.

S. R. Arya, Collector of Goa.

Panaji, 28th March, 1973.

Local Self Government Department

Notification

No. LSG-MUN-3182-68-C

In exercise of the powers conferred by Sub-section (1) of Section 71 of the Goa, Daman and Diu Municipalities Act, 1968 (7 of 1969) the Government of Goa, Daman and Diu

hereby appoints, for the period from 7th April, 1973 up to 16th June, 1973, Dr. J. C. Almeida, Secretary, Industries & Labour to the Government of Goa, Daman and Diu as Director of Municipal Administration.

By order and in the name of the Administrator of Goa, Daman and Diu.

F. A. Figueiredo, Under Secretary (Revenue)

Panaji, 12th April, 1973.

Labour and Information Department

Order

No. LC/1/ID(81)/71/IT 6/71

The following Award given by the Industrial Tribunal, Goa, Daman & Diu, on an Industrial Dispute between M/s. Goa Shipyard Ltd., Sambhaji, and the workmen employed by them, is hereby published as required vide provisions of section 17 of the Industrial Disputes Act, 1947 (XIV of 1947):

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Reference (IT-GDD) No. 8 of 1971

Between

M/s. Goa Shipyard Limited,
and

The workmen employed under it.

In the matter of revision of pay, dearness allowance, bonus, etc.

Appearances:

Commodore B. P. Paradkar, General Manager, for the Company.

Shri Mohan Nair, General Secretary, Goa Shipyard Labour Union, for the workmen.

AWARD

12th March 1973.

This is a reference under Section 10(1)(d) of the Industrial Disputes Act 1947. It relates to the dispute between M/s. Goa Shipyard Limited and the workmen employed by it. The dispute relates to the demands of wage-scales, adjustment, residential quarters, house rent allowance, payment of Rs. 20/- per month, in addition, to charge-hands and office staff, payments for working on weekly off and overtime, compensatory off, sick leave, paid holidays, bonus and production bonus etc.

2. Pending the hearing, the parties have arrived at settlement. Terms of settlement are produced. Parties pray for award in terms of settlement. I find that there is Annexure «A» to the terms of settlement, which reproduces agreement dated 28-8-1971, and Annexure «B» which sets out the demands which could not be settled during conciliation proceedings. I find the terms of settlement fair and reasonable. Accordingly I pass award as per terms of settlement dated 9th March 1973, produced today—12th March 1973—, excluding Annexure «A» & «B». Annexure «A» will remain on record as earlier settlement between the parties. Award accordingly. No order as to costs.

Sd/- M. G. CHITALE
Industrial Tribunal

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary (Labour).

Panaji, 18th April, 1973.

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Ref. It (GDD)8/71

Between

M/s. Goa Shipyard Limited

&

The Workmen employed under it

In the matter of Revision of Pay, Dearness Allowance, etc.

May it please the Honourable Tribunal:

The parties to this dispute have arrived at an amicable settlement, the terms whereof are given herewith and pray

that the Honourable Tribunal may be pleased to pass an Award in terms of the said settlement.

Bombay, dated this 12th day of March 1973.

For Goa Shipyard Limited, For Goa Shipyard Labour Union,

B. P. Paradkar,

Mohan Nair,

General Manager

General Secretary

Memorandum of Settlement under Section 18 Sub. Sec. 3(d) read with Section 2(P) of the Industrial Disputes Act 1947

Name of the Parties

Representing the Employer

Representing the Workmen

- | | |
|--|--|
| 1. Commodore B. P. Paradkar, AVSM, General Manager, Goa Shipyard Ltd., Vasco-da-Gama, Goa. | 1. Shri Mohan Nair, Gen. Secretary, Goa Shipyard Labour Union, Vasco-da-Gama, Goa |
| 2. Commander N. K. Sawhney, I. N., Secretary, Goa Shipyard Ltd., Vasco-da-Gama, Goa. | 2. Shri Coracido Pereira, Member, Negotiation Committee, Goa Shipyard Labour Union. |
| | 3. Shri B. X. Clement, Member, Negotiation Committee, Goa Shipyard Labour Union. |
| | 4. Shri Thomas Pereira, Member, Negotiation Committee, Goa Shipyard Labour Union. |
| | 5. Shri Simon D'Costa, Member, Negotiation Committee, Goa Shipyard Labour Union. |
| | 6. Shri Purificacao Rebello, Member, Negotiation Committee, Goa Shipyard Labour Union. |

Short recital of the case

The Goa Shipyard Labour Union, Vasco da Gama (hereinafter referred to as The Union) served a charter of demands on the Management of Goa Shipyard Ltd., (hereinafter referred to as The Management), demanding revision of pay-scales, D. A. as paid to Central Government employees, other allowances, including certain fringe benefits etc., with effect from 1-1-1971 vide their letter No. 468/GSL/71 dated 15th July 1971. The Management in order to maintain cordial industrial relations and in the spirit of collective bargaining, discussed the charter of demands in a series of meetings held in July, August and September, 1971, without prejudice to the settlement that was then operative and binding upto 31st August 1972 and some demands were settled across the table as detailed in Annexure «A» appended hereto and the remaining demands, as detailed in Annexure «B», which could not be settled across the table during the mutual negotiations, were taken in conciliation by the Labour Commissioner, Government of Goa, Daman & Diu on 14th September, 1971. After prolonged discussions, the matter could not be settled in Conciliation, resulting in a failure report under No. LCI/ID(81)(71) dated 15th September, 1971 which was submitted to the appropriate authorities on the same day.

Subsequently, the said dispute was referred by the Government of Goa, Daman & Diu to the Industrial Tribunal, Goa, Daman & Diu, vide their order No. LCI/ID(81)(71)/IT 6/71 dated 22nd September, 1971. In the meantime the workmen represented the matter to the Hon'ble Minister for Defence

Production, New Delhi. The Hon'ble Minister used his good offices to bring about an amicable settlement

The parties arrived at a settlement on the following terms:

Terms of settlement

1. Revision of Pay Scales

The Pay Scales shall be revised with effect from 1st April 1972 as under:—

(A) Industrial Workmen

S. No.	Category	Present Scale	Revised Scale
(a) Unskilled		Rs. 76-2-114	Rs. 106-2-136-3-148
(b) Semi-skilled (low)		Rs. 95-3-146	Rs. 125-3-155-4-175
(c) Semi-skilled (high)		Rs. 108-4-160	Rs. 138-4-170-5-195
(d) Skilled (low)		Rs. 138-6-186	Rs. 170-6-200-7-242
(e) Skilled (high)		Rs. 171-7-234	Rs. 205-7-240-8-296
(f) Highly skilled		Rs. 200-10-290	Rs. 235-10-305-12-365
(g) Leading Hands		Rs. 227.50-12.50-315	Rs. 265-12.50-340-15-400
(h) Junior Chargehand		Rs. 255-12.50-280-15-400	Rs. 295-12.50-320-15-440-18-476
(i) Senior Chargehand		Rs. 340-15-445	Rs. 380-15-485-18-539

(B) Office & Subordinate Staff

S. No.	Category	Present Scale	Revised Scale
(a) Office Attendants		Rs. 97-3-130	Rs. 130-3-154-4-170
(b) Lower Division Clerks/Tracers		Rs. 112-3-133-4-157-EB-4-177-5-202	Rs. 145-3-166-4-190-EB-5-215-6-245
(c) Upper Division Clerks/Junior Draughtsmen/Personal Secretary/Stenographer/Stenotypist		Rs. 134-5-164-8-204-EB-8-260-8-300	Rs. 170-5-200-8-240-EB-8-280-EB-10-350
(d) Apprentice Instructor/Technical Clerk		Rs. 220-13.50-274-16-306	Rs. 260-15-320-16-384
(e) Senior Draughtsmen		Rs. 255-12.50-280-15-400	Rs. 295-12.50-320-15-440-18-476
(f) Cashier		Rs. 295-15-550	Rs. 335-15-590-20-630

2. Revision of Dearness Allowance

The rates of Dearness Allowance shall be revised as under with effect from 1st April 1972:—

(A) Industrial Workmen

Category	Rate of Dearness Allowance per month
(a) Unskilled	Rs. 78-00
(b) Semi-skilled (low)	
(c) Semi-skilled (high)	
(d) Skilled (low)	Rs. 100-00
(e) Skilled (high)	
(f) Highly Skilled	
(g) Leading Hands	
(h) Junior Chargehand	For basic pay upto and including Rs. 439-00 Rs. 148-00
(i) Senior Chargehand	For basic pay of Rs. 440.00 and above Rs. 162-00

(B) Office & Subordinate Staff

Basic Pay range	Revised rate of Dearness Allowance
Upto and including Rs. 140/-	Rs. 72
Rs. 141 and above but below Rs. 181	Rs. 101
Rs. 181 and above but below Rs. 241	Rs. 130
Rs. 241 and above but below Rs. 431	Rs. 152
Rs. 431 and above but below Rs. 481	Rs. 163
Rs. 481 and above but below Rs. 531	Rs. 167
Rs. 531 and above but below Rs. 576	Amount by which pay falls short of Rs. 697
Rs. 576 and above	Rs. 122

Note:—The Interim Relief so far paid to various Industrial workmen and Office and Subordinate Staff has been included in the revised rate of Dearness Allowance given above and consequently with effect from 1-4-1972, no Interim Relief will be separately paid in addition to the revised amount of Dearness Allowance.

3. For Casual labour, the daily rates will be revised as under from 1-4-1972:—

	Existing	Revised
Basic Wage	Rs. 2.33	Rs. 3.53
Dearness Allowance	Rs. 2.34	Rs. 2.60
Interim Relief	Rs. 0.25	Nil

4. It is also agreed that the revised rates of Pay and Dearness Allowance have been independently arrived at and fixed for Industrial workmen and Office and Subordinate Staff of Goa Shipyard Limited and that these rates shall not be affected by future revision in the scales of Pay or Dearness Allowance either of Central Govt. employees or of employees of other undertakings.

5. Quarters for workmen/increase in house rent Allowance.

The demand for Quarters for Workmen/Increase in House Rent Allowance is withdrawn by the Union and the following rates of House Rent Allowance would be applicable from 1st April 1972 onwards:—

Basic Pay per month	Rate of House Rent Allowance
Upto Rs. 129/-	Rs. 10/- per month
From Rs. 130/- to Rs. 229/-	Rs. 15/- per month
From Rs. 230/- onwards	7½% of basic pay

6. Payment of Rs. 20/- per month to chargehands and Office Staff:

The Union has agreed to accept in full and final settlement of its demand, the increase of Rs. 20/- per month granted to the Charge Hands and Office Staff by the Company with effect from 1-10-1970. Thus the demand for the payment of the increase of Rs. 20/- for the period from 1-1-1969 to 30-9-1970 is treated as settled.

7. Working on weekly off day and payment of overtime/compensatory off:

It was agreed that the existing practice would continue.

8. Sick leave/holidays/restricted holidays:

It was agreed in full and final settlement of the demand for increase in Sick Leave/Holidays/Restricted Holidays, that the number of paid holidays would be increased from 7 to 8, per year. Thus the total entitlement of workmen to sick leave and paid holidays will be as follows:—

Sick Leave (applicable to permanent workmen only)	15 days with half pay per year.
Paid Holidays applicable to both permanent and temporary workmen)	8 days per year.

It is further agreed that the additional day's paid holiday due to the workmen for the calendar year ended 31st December 1972 shall be credited to the privilege leave accounts of the respective workmen.

9. Bonus and production Bonus:

It was agreed that only one type of bonus namely profit sharing bonus would be payable by the Company, and this will be at the rate of 10½% of wages (i.e. basic pay plus dearness allowance) commencing from the year 1970-71 and upto and including the year 1974-75. However, in case the rate of bonus calculated in accordance with the Bonus Act, works out to more than 10½%, then the higher rate of bonus so calculated would be paid. Except for the rate of bonus as mentioned above, all other provisions of the payment of Bonus Act will apply.

10. Fixation of pay in revised scales:

The basic pay of each workmen in the revised scale applicable to his category will be fixed on a stage to stage basis; that is to say the basic pay of a workman drawing pay at the first stage in the existing scale will be fixed at the first stage of the revised scale and so on. Such fixation shall take effect from 1-4-1972 or from the date of appointment, whichever is later, and the existing dates of annual increments will remain unchanged. Illustrative examples of stage to stage fixation of pay are given below: —

Pay in existing "Skilled low" grade	Pay to be fixed in revised "Skilled low" grade
Rs. 138.00 (Initial stage)	Rs. 168.00 (Initial stage)
Rs. 144.00 (2nd stage)	Rs. 174.00 (2nd stage)
Rs. 186.00 (8th stage and maximum)	Rs. 216.00 (8th stage)

Note: (i) The stipend to Apprentice Trainees will continue to be same as was applicable to them on 31st March 1972.

(ii) The permanent and temporary workmen who retired before 1-4-1972 and 9-3-1973, both days inclusive, will be granted the increases in pay, dearness allowance, house rent allowance and over-time allowance due to them on amount of fixation of their basic pay in the revised scale. However, no consequential adjustment will be made in their gratuity and provident fund.

(iii) In giving effect to fixation in the revised scales it will be ensured that each workman would get increase in emoluments of not less than 12% of his total emoluments as on 31-3-1972, subject to a minimum of Rs. 30/- and a maximum of Rs. 45/- per month.

11. General:

The Management and the Union agree that the present settlement is in full and final settlement of all the outstanding demands referred to the Industrial Tribunal of the Government of Goa, Daman and Diu for adjudication on 22-9-1971 under the Industrial Disputes Act, 1947. The parties further agree that the present settlement is without prejudice to the Management's contention as regards its financial inability to concede the demands of the Union and also without prejudice to the contention of the Union that the Management has the requisite financial position to concede the demands of the workmen, and that the settlement has been arrived at on an adhoc basis, having regard to the historical nature of the commitments made earlier by the Management, to keep industrial peace in Goa Shipyard Limited.

The Union undertakes not to raise any dispute in connection with or incidental to any of the demands covered by this settlement during its currency and it further undertakes to extend its fullest co-operation in improving the productivity, efficiency and profitability of the Company and in maintaining industrial peace in Goa Shipyard Limited.

The settlement shall remain in force up to and including 31st March, 1975 and will continue to remain in force unless terminated by either party in accordance with the provisions of the Industrial Disputes Act, 1947.

The parties will approach the Honourable Industrial Tribunal to give Consent Award in terms of the settlement referred hereinabove.

Signed on this day of ninth March of 1973.

COMMODORE B. P. PARAD-
KAR, AVSM

General Manager, Goa Ship-
yard Limited, Vasco-da-Gama,
Goa.

SHRI MOHAN NAIR,

Gen. Secretary, Goa Ship-
yard Labour Union, Vasco-
-da-Gama, Goa.

COMMANDER N. K. SAWH-
NEY, I.N.,
Secretary, Goa Shipyard Limi-
ted, Vasco-da-Gama, Goa.

SHRI CORNELIO PE-
REIRA,
Member, Negotiation Com-
mittee, Goa Shipyard La-
bour Union.

SHRI B. X. CLEMENT,
Member, Negotiation Commit-
tee, Goa Shipyard Labour
Union.

SHRI THOMAS PEREIRA,
Member, Negotiation Commit-
tee, Goa Shipyard Labour
Union.

SHRI SIMON D'COSTA,
Member, Negotiation Commit-
tee, Goa Shipyard Labour
Union.

SHRI PURIFICACAO
REBELLO,
Member, Negotiation Commit-
tee, Goa Shipyard Labour
Union.

Witnesses:

1) ...
2) ...

Witnesses:

1) ...
2) ...

ANNEXURE "A"

True copy of the agreement signed by the management
and the union on 28-8-71

Points agreed at the Meetings held on 16th, 17th and
18th July 1971 and 27th August 1971

1. Victimization of Shri Cornelio Pereira:

Shri Mohan Nair stated that Shri Cornelio Pereira would submit an appeal to the Managing Director. He has since submitted the appeal.

2. Medical Facilities:

The Company would provide medical facilities to the extent of medical treatment to the wife and children of the workmen by the Company's own Medical Officer within the Company's dispensary and at the clinic of the Company's Medical Officer. This has become effective from 1st August 1971 as agreed.

3. Temporary and Casual Workers — benefits to:

15 temporary workmen will be made permanent from 1st August 1971.

4. Promotion of workmen:

It was agreed that a record of the questions asked and answers given at the trade tests would be maintained. A representative of the workmen will be present at the trade test.

He will be from the same category to which the candidate belongs but will be senior in grade to the candidate being tested.

5. Uniform and washing allowance for workmen:

Uniforms will be provided to Carpenters, Masons and Shop Clerks.

6. Food Allowance:

The rates of food allowance will be revised from Rs. 1-50 to Rs. 2-00 and Rs. 2-00 to Rs. 2-50 and Rs. 2-50 to Rs. 3-00 with effect from 1st August 1971.

7. Milk allowance:

One pausher of milk will be provided to welders including leading hand from 1st August 1971.

8. Night allowance and fire fighting allowance:

An allowance of Rs. 15/- per month will be given to the Watch and Ward Staff from 1st April 1971.

9. Reduction of night shift to 6 hours:

This item was dropped.

10. *Childrens education facilities:*

This point was not pressed.

11. *Allowance for using private tools:*

Tool allowance would be given to Masons at the rate of Rs. 3/- per month with effect from 1st January 1971.

12. *Supply of shoes:*

Shoes will be provided to platers.

13. *Supply of monsoon gear to the supervisory staff:*

Following monsoon gear will be provided to the supervisory staff:

- (i) Gum boots—Once in two years.
- (ii) Umbrella—Every year.
- (iii) Raincoats—Once in two years.

14. *Mask for painters and chippers:*

Masks will be provided to painters and chippers.

15. *Overtime for Drivers:*

This item was dropped.

16. *Acting allowance:*

When a charge hand is on leave for a period of six days or more at a time, the workman officiating in his place will get pay as if he was temporarily promoted to the rank of a Junior Charge Hand.

17. *Accumulation of Sick Leave:*

Accumulation of sick leave would be permitted to the extent of three year's entitlement.

18. *Rest Room:*

It was agreed that mattresses, pillows, bed sheets, pillow cases and cover sheets will be provided. One more fan will be fitted in the rest room. A bath room and a lavatory will be provided adjacent to the Rest Room.

19. *Lockers for workmen:*

Lockers will be provided to all workers.

20. *Direct recruitment:*

At the time of recruitment, preference will be given to the persons who have previously worked in the yard. In the case of fresh candidates recruitment will be made on the basis of first come first serve. The announcement for these vacancies will be made twenty four hours in advance.

21. *Subsidised Canteen:*

Wages of the staff of canteen will be reimbursed by the Company to the Society. Any changes in the wages of the staff of Society which are required to be reimbursed by the Company will require prior approval of the Management.

22. *Jackboys/Higher categories:*

The designation of the jackboys will be retained but they will not be described as mazdoors in allocation sheets.

23. *Working in Silt:*

The silt lying in the space between the two slipways as a result of dredging operations has been removed.

Sd/-

MOHAN NAIR
28-8-71

Sd/-

Commander N. K. SAWHNEY
28-8-71

Points subsequently settled

1. *Provision of Leading Hands*

(Failure Report dated 15-9-71 by the Labour Commissioner refers).

2. *Injury Leave*

3. Appointment of a full time Doctor (Failure Report dated 15-9-71 by the Labour Commissioner refers).

ANNEXURE "B"

List of demands which could not be settled in conciliation by Labour Commissioner, Government of Goa, Daman and Diu

1. *Revision of Pay Scales—re-classification of workmen:*

The present payscales are far lower than those scales existing for similar categories in the Territory of Goa, Daman and Diu. Even Mazagon Dock Limited, Bombay, have better payscales for similar categories of workmen. It is high time that the Management should consider revising the payscales with retrospective effect from 1st January 1971. Side by side the grades should also be re-classified so as to enable efficient and experienced workmen to get better promotions and better scales of pay. Up-grading of certain workmen in the normal course should also be done as a routine procedure.

2. *Revision of Dearness Allowance:*

The Dearness Allowance payable to the workmen should be revised in accordance with the Government of India pattern with retrospective effect from 1-1-1971.

3. *Working on weekly off day and payment of overtime/compensatory off:*

The workmen should be paid double overtime and also granted a compensatory off for working on weekly off day with retrospective effect from 1-1-1971.

4. *Payment of Rs. 20/- to Chargehands and Office Staff as paid to the other categories of workmen employed in the establishment:*

The Chargehands and the Office Staff should be granted increase of Rs. 20/- per month in their wages with retrospective effect from 1-1-1969 as was given to the other categories of workmen.

5. *Increase in H. R. A./Quarters for workmen:*

It is a well established fact that by the present rate which is granted to the workmen, no one can acquire a house or a room in or around Vasco da Gama. Therefore, the demand for construction of quarters should be taken up by the Management immediately with Government aid if possible. However, as an immediate relief, the workers may be granted house rent at the following rate:

- (i) those who are drawing below Rs. 100/- as basic pay Rs. 20/-
- (ii) those who are drawing above Rs. 100/- but below Rs. 200/- Rs. 30/-
- (iii) those who are drawing above Rs. 200/- but below Rs. 300/- Rs. 40/-
- (iv) those who are drawing above Rs. 300/- Rs. 50/-

The above rate of house rent is only a compensation to the workmen but even at the above rates it is impossible to acquire a living accommodation in or around Vasco da Gama.

6. *Sick Leave/Holidays/Restricted Holidays:*

The workmen should be granted 2½ days additional Sick Leave with full wages, one regular paid holiday (Goa Shipyard day) and one restricted holiday.

7. *Bonus and Production Bonus:*

The workmen should be paid Bonus at 20% for 1970-71 and a Scheme of Production Bonus should be drawn out so as to give incentives to the workmen to work more earnestly.